



# 3. Summaries of *Women, Business and the Law* Reforms

*Women, Business and the Law* reforms that affected all indicators, covering the period from May 2013 through April 2015:

- ✓ Reform increasing gender parity
- Reform neutral to gender parity
- ✗ Reform decreasing gender parity

## Albania

### ✓ Getting a job

Albania is gradually removing gender differences in retirement ages for men and women so that they are equal by 2056.

### ✓ Protecting women from violence

Albania added criminal sanctions for sexual harassment to its penal code.

## Belarus

### ✓ Getting a job

Belarus reduced the number of professions in which female work is prohibited from 252 to 182. Further, the Labor Code no longer distinguishes between prenatal and postnatal maternity leave, which gives mothers more flexibility about how to take their leave.

### ✓ Building credit

Belarus adopted a new law in 2014 that mandates micro finance institutions to report data on credit history to the national credit bureau.

### ✓ Providing incentives to work

Belarus introduced additional non-tax-related benefits for the state allowance to families with children.

### ✓ Protecting women from violence

Belarus adopted a law on domestic violence that criminalizes physical, sexual and psychological violence and establishes specialized procedures for cases of domestic violence, including provisions for protection orders.

## Belgium

### ✓ Protecting women from violence

Belgium introduced civil remedies for victims of sexual harassment in the workplace.

## Chad

### ✓ Going to court

Chad raised the maximum amount for the small claims court.

## Chile

### ✓ Accessing institutions

Chile enacted an electoral reform ensuring a 40% quota for women at the national level.

## Colombia

### ✓ Going to court

Colombia raised the maximum amount for small claims eligible for a fast-track procedure.

## Congo, Rep.

### ✓ Accessing institutions

Republic of Congo increased its candidate list quotas for women from 15% to 30% for elections at the national level.

## Costa Rica

### ✓ Going to court

Costa Rica raised the maximum amount for the small claims court.

## Croatia

### ✓ Using property

Croatia introduced special provisions on transactions related to the marital home: written spousal consent is required to alienate or encumber property that is used as a family home.

### ✓ Getting a job

Croatia increased the length of paid parental leave from 90 to 120 days per person.

Croatia is also gradually raising the retirement and early pensionable ages for both men and women.

## Egypt, Arab Rep.

### ✓ Accessing institutions

The Arab Republic of Egypt added “sex” as a protected category in the nondiscrimination clause in its new constitution. The constitution also introduced reserved seat quotas for women in parliament (10%) and on local councils (25%).

### ○ Going to court

The constitution altered the composition of the constitutional court.

### ✓ Protecting women from violence

The Arab Republic of Egypt adopted a law which criminalizes sexual harassment in employment, education and public spaces.

## Fiji

### ✓ Accessing institutions

Fiji adopted a new constitution which no longer recognizes customary law as a source of law. Previously customary law was exempt from constitutional provisions on nondiscrimination.

### ✓ Going to court

The new constitution also establishes that the Supreme Court may review any matter concerning the application or interpretation of the constitution.

## Georgia

### ✓ Getting a job

Georgia increased the length of paid maternity leave from 126 to 183 days. It also increased the length of unpaid maternity leave from 351 to 547 days.

### ✓ Protecting women from violence

Georgia amended its criminal code to explicitly penalize marital rape. The code also provides for removal of a perpetrator of domestic violence from the home and calls for criminal sanctions for the forced marriage of a minor.

## Germany

### ✓ Accessing institutions

Germany introduced a 30% quota for women on corporate boards.

## Guinea

### ✓ Getting a job

Guinea’s new labor code mandates nondiscrimination in hiring based on gender.

## Haiti

### ✓ Accessing institutions

A new electoral law provides that in Haiti one of three city council members must be a woman.

## Hong Kong SAR, China

### ✓ Getting a job

Hong Kong SAR, China introduced three days of paid paternity leave.

## Hungary

### ✓ Using property

Hungary reformed the family law section of its civil code. It added new provisions that prevent either spouse from disposing of the marital home while property is held in community and requires the consent of the other spouse even after dissolution of the marriage until the right of tenancy is settled.

### ✓ Protecting women from violence

Economic violence is now criminalized as a form of domestic violence.

## India

### ✓ Accessing institutions

India introduced a quota on female representation on corporate boards: at least one board member of every listed company must be a woman.

## Iran, Islamic Rep.

### ✓ Getting a job

Islamic Republic of Iran increased the length of paid maternity leave from 180 to 270 days and introduced 14 days of paid paternity leave.

## Israel

### ✓ Getting a job

Israel introduced three days of unpaid paternity leave.

### ✓ Protecting women from violence

Israel raised the age of marriage for girls from 17 to 18.

## Italy

### ✓ Protecting women from violence

In Italy economic violence is now criminalized as a form of domestic violence and a specialized procedure is established to hear such cases.

## Jamaica

### ✓ Getting a job

Jamaica repealed legislation that had restricted night work for women.

### ✓ Building credit

Jamaica also has a new credit bureau which reports loans smaller than 1% GNI per capita.

## Kazakhstan

### ✓ Going to court

Kazakhstan adopted a fast-track procedure for claims of a small value in its civil code.

### ✓ Getting a job

Kazakhstan is gradually removing gender differences in retirement ages for men and women so that they are equal by 2027.

## Kenya

### ✓ Using property

Kenya's new law on matrimonial property makes partial community of property the standard regime. Both spouses now have equal rights to administering joint property.

### ○ Getting a job

Kenya raised the age at which both men and women can retire and receive benefits to 60.

### ✓ Protecting women from violence

Kenya's new marriage act stipulates that the minimum legal age of marriage for both boys and girls is 18 and marriages that violate the age requirement are void. The law also establishes criminal penalties for underage marriage.

## Korea, Rep.

### ○ Protecting women from violence

The Republic of Korea lowered the age of majority, and therefore the age at which boys and girls can get married without parental consent, from 20 to 19.

## Lao PDR

### ✓ Providing incentives to work

The Lao People's Democratic Republic enacted a new labor code which introduces leave to care for family members.

### ✓ X Getting a job

The Lao People's Democratic Republic also introduced three days of paid paternity leave and increased the length of paid maternity leave from 90 to 105 days.

However, the new labor code does not mandate equal remuneration for work of equal value, as was previously the case.

### ✓ Building credit

The Lao People's Democratic Republic lowered to zero the minimum loan amount for inclusion in the credit registry.

## Latvia

### ✓ Getting a job

Latvia increased the percentage of wages paid by the government during maternity and paternity leave from 68% to 80%.

### ✓ Protecting women from violence

For the first time Latvia adopted legislation on domestic violence. It comprehensively defines all forms of domestic violence and protects spouses, former spouses, partners in nonmarital intimate relationships and family members. A special procedure to hear these cases was also introduced.

## Lebanon

### ✓ Getting a job

Lebanon increased the length of paid maternity leave from 49 to 70 days.

### ✓ Protecting women from violence

For the first time Lebanon adopted legislation on domestic violence. The law defines all forms of domestic violence and establishes clear criminal penalties. It protects spouses and family members and allows victims to apply for protection orders that can provide for removal of the perpetrator from the home and prohibition of contact with the survivor. It sets out a special procedure to hear these cases.

## Lesotho

### o Accessing institutions

Lesotho introduced national ID cards. The application process is the same for men and women.

## Luxembourg

### ✓ Protecting women from violence

Luxembourg raised the age of marriage for girls from 16 to 18.

## Macedonia, FYR

### ✓ Getting a job

The Former Yugoslav Republic of Macedonia introduced 90 days of unpaid parental leave.

### ✓ Protecting women from violence

It also passed a law on domestic violence which for the first time includes economic violence and a special procedure for domestic violence cases.

## Malawi

### ✓ Providing incentives to work

Malawi's new education act provides for free and compulsory primary education.

### ✓ Protecting women from violence

The legal age of marriage has been raised for both boys and girls to 18.

## Mauritius

### ✓ Getting a job

Mauritius now mandates equal remuneration for work of equal value.

## Mexico

### ✓ Accessing institutions

Mexico increased gender quotas for party lists in federal district elections from 46% to 50%, and also introduced the requirement that male and female candidates alternate placement on the list.

### ✓ Building Credit

Mexico facilitated women's access to credit by amending its legislation to provide for equality between men and women when accessing goods and services.

### ✓ Providing incentives to work

Mexico has a new law that makes payments for childcare tax-deductible.

## Mongolia

### ✓ Building credit

Credit reports in Mongolia now include negative payment information for communications services as well as full payment history for mobile phone leasing.

## Mozambique

### ✓ Protecting women from violence

Mozambique enacted a new penal code which no longer allows charges for rape to be dropped when the perpetrator marries the victim. The code also incorporates protections against sexual harassment in education.

## New Zealand

### ✓ Getting a job

New Zealand increased the length of paid maternity leave from 98 to 112 days.

### ✓ Protecting women from violence

It also introduced legislation to address economic violence as a form of domestic violence.

## Nicaragua

### ✓ Accessing institutions

Nicaragua reformed its family code to give married men and women equal rights to be head of family and to choose the marital home.

### ✓ Using property

The new family code of Nicaragua makes separation of property the default regime and repeals the provisions that gave judges decision-making power about ownership of assets in case of disagreement between spouses. Thus, when property is divided, all separate property remains with its owner and assets over which spouses disagreed are presumed to be jointly owned in equal shares.

### ✓ Getting a job

Nicaragua introduced five days of paid paternity leave.

### ✓ Protecting women from violence

The new family code of Nicaragua also raised the minimum age of marriage for both boys and girls from 14 to 16.

## Niger

### ✓ Accessing institutions

Niger reformed its nationality law to allow both men and women to pass on their citizenship to foreign spouses. It also raised the reserved seat quota for women at the national and local levels to 15%.

## Norway

### ✓ Accessing institutions

Norway amended its constitution to include an equality provision.

### ○ Getting a job

Though the total length of parental leave remains the same, Norway changed the allocations for mothers and fathers.

## Oman

### ✓ Providing incentives to work

Oman introduced free and compulsory primary education.

## Pakistan

### ✓ Accessing institutions

Pakistan introduced a 22% quota for women in local governments.

### ✓ Protecting women from violence

The legal age of marriage for both boys and girls is now set at 18, and there are criminal sanctions for men who contract and anyone who performs, facilitates or permits underage marriage.

## Papua New Guinea

### ○ Accessing institutions

Papua New Guinea introduced a national identification system. The application process for national ID cards is equal for men and women.

## Peru

### ✓ Protecting women from violence

Peru enacted new legislation covering sexual harassment in public spaces.

## Poland

### ✓ Getting a job

Poland introduced 182 days of paid parental leave.

## Portugal

### ○ Getting a job

Portugal raised the age at which both men and women can retire and receive benefits to 66.

## São Tomé and Príncipe

### ✓ Getting a job

São Tomé and Príncipe raised the age at which women can retire and receive benefits so that it is now equal with the age at which men can retire and receive benefits.

## Saudi Arabia

### ✓ Accessing institutions

Saudi Arabia introduced a 20% quota for women at the national level.

### ✓ Protecting women from violence

Saudi Arabia enacted its first law on domestic violence, which it defines to include physical, sexual and psychological violence. It provides criminal penalties and protects spouses and family members.

## Senegal

### ✓ Accessing institutions

Senegal reformed its nationality law to grant women the same rights as men to transfer their nationality to their husbands and children.

## Serbia

### ✓ Getting a job

Serbia is gradually removing gender differences in retirement ages for men and women so that they are equal by 2032. It also now obliges employers to provide break time for breast-feeding employees.

## Seychelles

### ✓ Building credit

Seychelles established a new registry which reports loans smaller than 1% GNI per capita.

## Singapore

### ✓ Getting a job

Singapore introduced seven days of paid paternity leave and seven days of paid parental leave.

## Slovenia

### ✓ o Getting a job

Slovenia increased the length of paid paternity leave from 15 to 30 days.

It also made parental leave an individual entitlement but did not alter the total amount of days granted to the parents.

## South Africa

### ✓ Getting a job

South Africa now mandates equal remuneration for work of equal value.

## St. Vincent and the Grenadines

### o Getting a job

St. Vincent and the Grenadines is gradually increasing the age at which men and women can retire and receive benefits to 65.

## Sudan

### ✓ Accessing institutions

Sudan raised the reserved seat quota for women in national parliament to 30%.

## Suriname

### ✓ Accessing institutions

Suriname reformed its nationality law to grant women the same rights as men to transfer their nationality to spouses and children.

## Taiwan, China

### ✓ Getting a job

Taiwan, China increased the length of paid paternity leave from three to five days. It also lifted previous restrictions that prevented women from working in mining, jobs deemed hazardous and occupations that require heavy lifting.

### ✓ Building credit

Taiwan, China's Joint Credit Information Center is now collecting data on payment of utility services as part of the credit information they gather.

## Tajikistan

### ✓ Providing incentives to work

Tajikistan now provides public childcare services.

## Thailand

### x Accessing institutions

Thailand's 2014 Constitution, meant as an interim constitution, addresses mostly the mechanisms of government and no longer includes a nondiscrimination clause. Drafting of a more comprehensive constitution with rights and liberties is currently underway.

## Togo

### ✓ Accessing institutions

Togo reformed its family code to remove the provision that designated husbands to be head of household.

## Tonga

### ✓ Protecting women from violence

Tonga enacted a new law which covers physical, sexual and economic domestic violence against former and current spouses and family members. The law criminalizes domestic violence, protects women in nonmarital intimate relationships and gives access to protection orders through specialized court procedures. Marital rape is explicitly criminalized.

## Trinidad and Tobago

### ✓ Going to court

Trinidad and Tobago raised the maximum amount for the small claims court.

## Tunisia

### ✓ Accessing institutions

Tunisia's new constitution specifies gender as a protected category in its nondiscrimination clause. Tunisia also introduced quotas for candidate lists in national elections.

### ✓ Going to court

The new constitution establishes a court with jurisdiction to examine the constitutionality of laws.

## Turkey

### ✓ Providing incentives to work

Turkey enacted a new law that introduced one year of publicly provided pre-primary services.

## Uganda

### ○ Accessing institutions

Uganda introduced national identity cards in 2014. The application process is the same for men and women.

## United Kingdom

### ✓ Getting a job

United Kingdom introduced 259 days of paid parental leave. It also introduced 91 days of unpaid parental leave.

## United Arab Emirates

### ✓ Building credit

In United Arab Emirates the credit registry is now collecting data on the payment history of utilities as part of the information they gather.

## Uruguay

### ✓ Getting a job

Uruguay increased the length of paid maternity leave from 84 to 98 days. It also increased the length of paternity leave from three to seven days. Paternity leave is now paid by the government instead of the employer.

### ✓ Protecting women from violence

Uruguay raised the minimum age of marriage with parental consent for both boys and girls to 16.

## West Bank and Gaza

### ✓ Building credit

West Bank and Gaza's credit registry, managed by the Palestine Monetary Authority, has started reporting credit data from one home appliance retailer and one mobile phone utility, in addition to data from banks and microfinance institutions.

## Zambia

### ✓ Building credit

In Zambia, the credit bureau is collecting data from retailers and utility companies as part of the information they gather.

## Zimbabwe

### ✓ Protecting women from violence

Zimbabwe's new constitution now prevents child and early marriage by setting the legal age of marriage at 18 for boys and girls.